

THE GREAT GENERATIONAL SHIFT



Why The Differences Among Generations Will Reshape Your Workplace

BB

Born 1946–1964

Strong on traditional leadership skills including “leading,” “decisive,” “motivating,” “persuasive,” and “strategic.” Open-minded and innovative.

X

Born 1965–1979

Socially progressive, change orientated, confident and culturally sensitive. Generation X is the counter balance to the more dominant characteristics of other generations.

Y

Born 1980–1994

Masters of abstract and conceptual thinking. Generation Y is highly ambitious, socially confident and relational but scores significantly lower than other generations on traditional leadership traits.

DECISIVE



28% higher than Generation Y

AMBITIOUS



13% higher than Baby Boomers

PEOPLE ORIENTED



27% higher than Baby Boomers

LEADING



34% higher than Generation Y

STRATEGIC



12% higher than Generation Y

AMBITIOUS



32% higher than Baby Boomers

MOTIVATING



28% higher than Generation Y

PEOPLE ORIENTED



14% higher than Baby Boomers (females only)

ABSTRACT THINKING



12% higher than Baby Boomers

PERSUASIVE



21% higher than Generation Y

AUTONOMOUS



11% higher than Generation Y (females only)

ORGANIZED



22% females higher than males

PERSUASIVE



15% higher than Generation Y (males only)